

VONQ

2025 ESG Report





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VONQ

2025 ESG REPORT

Executive Summary

In 2025, VONQ materially strengthened its ESG framework, moving from ad hoc initiatives to a more structured and data-driven approach aligned with its role as a recruitment technology platform operating at the intersection of data and artificial intelligence.



~2,800 tCO₂e
Total Emissions



↓7.6%
Emissions Intensity



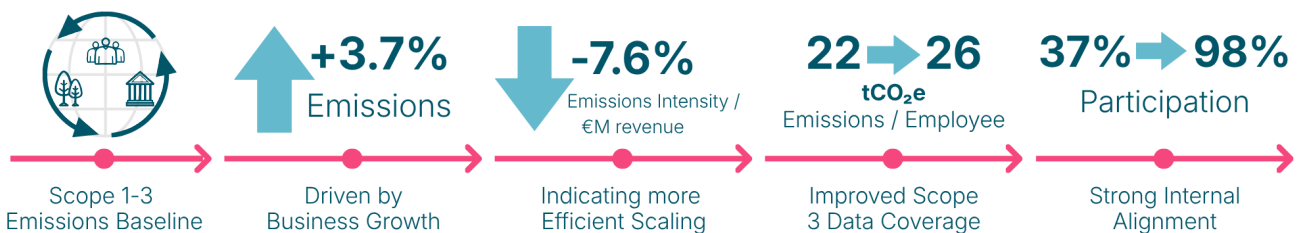
98%
ESG Engagement



ISO 27001
Certified

Performance Overview

In 2025, VONQ established its first comprehensive Scope 1–3 emissions baseline, providing full visibility across operations and the value chain.



Absolute emissions increased by 3.7%, in line with business growth and expanded activity, while emissions intensity improved by 7.6% per €M revenue, reflecting more efficient scaling.

Emissions per employee rose from 22 to 26 tCO₂e, driven primarily by headcount growth and enhanced Scope 3 data coverage, with the increase largely attributable to improved measurement rather than a change in the underlying emissions profile.

Employee participation in ESG initiatives increased from 73% to 98%, demonstrating strong internal alignment and supporting consistent data collection and implementation.

Governance remained the strongest pillar of VONQ's ESG profile, evidenced by:



Data Security Excellence

Maintained through annual external audits

Robust **Information Security Management System**



GDPR-Aligned

Embedded across all systems and internal processes

Respecting user **privacy and data rights**



Independent AI Bias Audits

Confirming **NO MATERIAL BIAS** across tested dimensions

Ethical AI principles in talent acquisition technology.

Key ESG Metrics

Total Emissions

2,800 tCO₂e

↑ 3.7%

Change from 2024

Emissions per €M revenue

73 tCO₂e

↓ 7.6%

Change from 2024


Emissions per employee

26 tCO₂e

↑ 18%

Change from 2024

Employee Engagement Participation



↑ **34%**

Change from 2024

eNPS

+13

eNPS Score

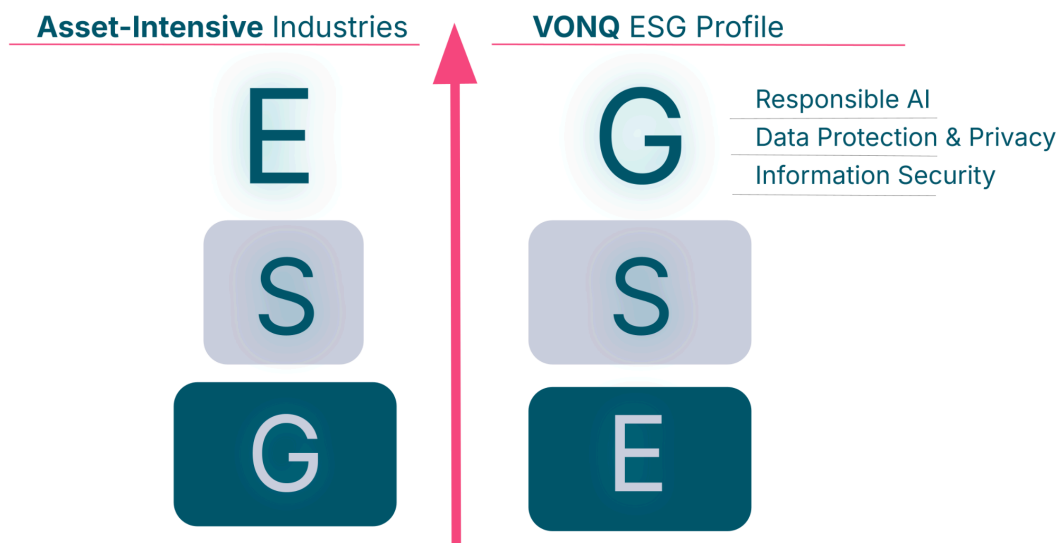
Safety Incidents

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Safety Incidents

Strategic Positioning

VONQ's ESG profile differs from asset-intensive industries, with it's primary risks and value drivers concentrated in governance.



These areas are increasingly subject to regulatory scrutiny, including the EU AI Act and evolving data protection enforcement.

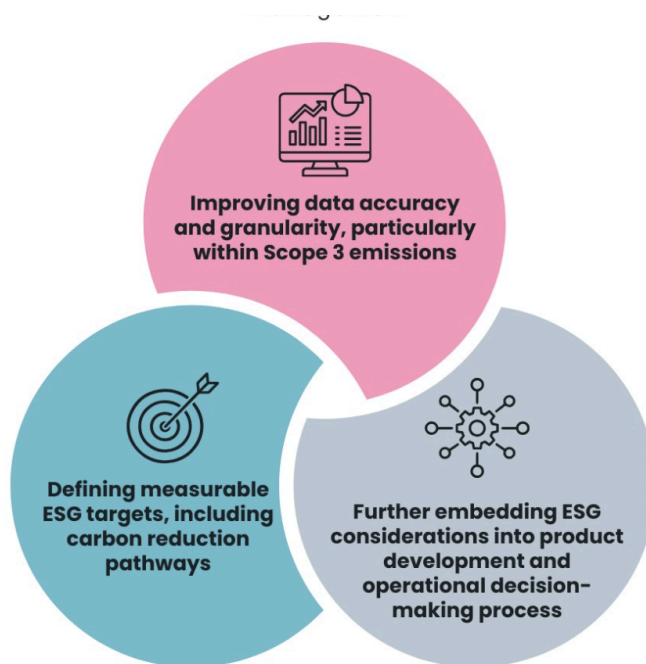
VONQ's early investment in governance frameworks, independent validation, and auditability positions the company ahead of many peers in the recruitment technology sector.

ESG at VONQ functions as both a value protection and value creation mechanism:



Looking Ahead

The next phase of ESG maturity will focus on transitioning from baseline measurement to structured performance management



VONQ's approach will remain governance-led, with continued emphasis on responsible AI and data integrity as core differentiators.

Message from Leadership

Building Responsible Innovation at Scale

"Innovation in recruitment must go hand in hand with accountability. Trust is not a feature, it is the foundation."



Ritu Mohanka

Ritu Mohanka
CEO, VONQ.

2025 marked a significant step forward in how VONQ integrates ESG into its business.

As a technology company at the centre of the recruitment ecosystem, we recognise that data, automation, and AI bring both opportunity and responsibility. Building trust in these technologies is essential to long-term success.

Strengthening Our Foundations

We established a full Scope 1-3 emissions baseline, improving visibility into our environmental impact. While emissions grew with the business, emissions intensity improved, reflecting more efficient scaling.

We also saw strong employee engagement, with a 98% participation rate in our sustainability survey.

Governance and Trust

We maintained ISO 27001 certification and strengthened our data protection and responsible AI frameworks, supported by independent bias audits.

Looking Ahead

We will continue to mature our ESG approach by improving data quality, defining measurable targets, and embedding ESG into everyday decision-making.

Responsible innovation remains central to how VONQ creates long-term value.

About VONQ

VONQ is a recruitment marketing technology company that enables organisations to attract talent through data-driven job distribution and automation.






Headquartered in Rotterdam, the Netherlands, VONQ operates across multiple European markets, with offices in the Netherlands, Germany, and the United Kingdom. The company serves enterprise and mid-market customers through an integrated platform embedded within applicant tracking systems (ATS) and HR technologies.

VONQ’s platform enables employers to distribute job vacancies across a global network of job boards, social media platforms, and specialised media channels. By combining market data, performance insights, and automation, the platform improves targeting efficiency and hiring outcomes.

Business Model and ESG Relevance

As a digital platform business, VONQ’s ESG profile differs from asset-intensive industries, with its primary impacts arising from how its technology is designed, deployed, and used at scale.

The company’s ESG exposure is concentrated in three areas:

 <p>Technology and Data</p> <p>VONQ operates at the intersection of recruitment, data, and artificial intelligence, creating direct responsibility for data protection, system integrity, and fairness in algorithm-supported hiring.</p> <p>These areas represent both a core risk and a source of competitive differentiation.</p>	 <p>Workforce and Culture</p> <p>As a knowledge-driven organisation, VONQ’s performance depends on its ability to attract, develop, and retain talent.</p> <p>Employee engagement and capability development are therefore directly linked to operational performance and product quality.</p>	 <p>Indirect Environmental Impact</p> <p>VONQ’s environmental footprint is primarily indirect, driven by Scope 3 emissions from purchased services, digital infrastructure, and employee mobility.</p> <p>Environmental management is therefore focused on improving data visibility, supplier engagement, and operational efficiency.</p>
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Responsible Growth and Innovation

VONQ integrates ESG considerations into the development and deployment of its technology, with a particular focus on governance.

As AI and automation become increasingly embedded in recruitment processes, the company applies structured controls to ensure responsible use.

This includes:

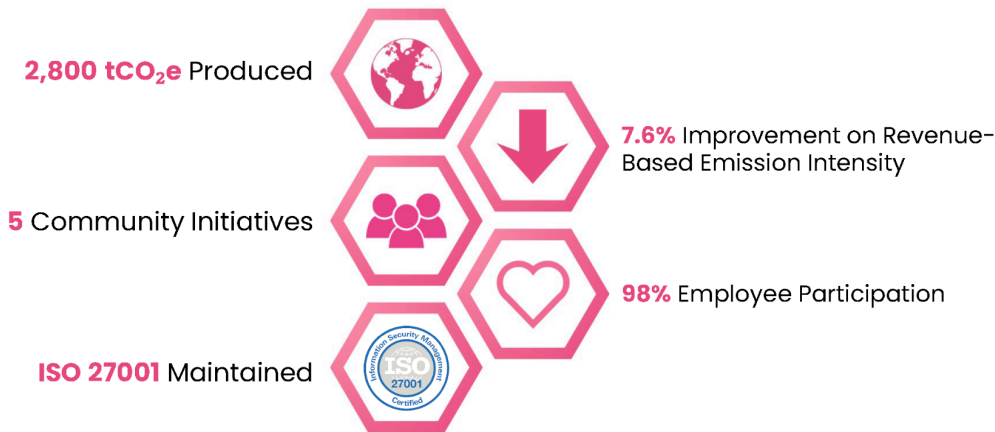


By aligning product innovation with governance controls, VONQ aims to improve hiring outcomes while maintaining trust among customers and candidates.

ESG Highlights of 2025

In 2025, VONQ established the core foundations of its ESG framework, with a primary emphasis on **governance**, **data integrity**, and **organisational alignment**.

2025 ESG Highlights



2025 marks the transition from ESG baseline establishment to structured governance and measurable performance.

<p>Environmental</p> <p>Established full Scope 1-3 emissions baseline</p> <p>Reduced emissions intensity by 7.6% per €M revenue</p>	<p>Social</p> <p>ESG participation increased from 73% to 98%</p> <p>Maintained focus on employee engagement and wellbeing</p>	<p>Governance</p> <p>Maintained ISO 27001 certification</p> <p>Independent AI bias audit's confirmed no material bias</p> <p>Strengthened GDPR-aligned data protection.</p>	<p>Community & Culture</p> <p>Delivered local environmental and community initiatives</p> <p>Supported employee-led volunteering</p>
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Governance remains the **primary ESG focus area**, reflecting VONQ's role as an AI-enabled technology platform.

VONQ was recognised as a Strategic Leader in the Fosway 9-Grid for Talent Acquisition, reflecting strong market positioning and product capability.



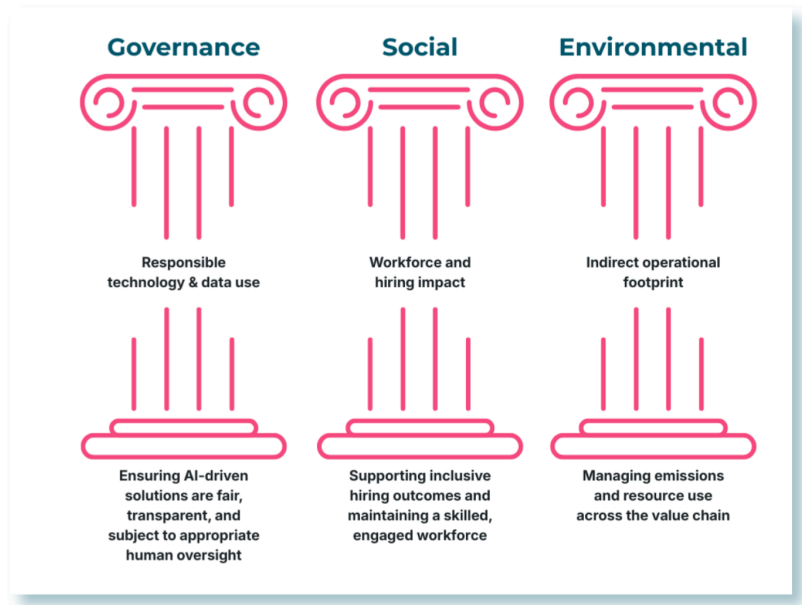
ESG Strategy

A Governance-Led Approach to ESG

VONQ's ESG strategy reflects its AI-driven recruitment model, with a governance-led focus on responsible AI, data protection, and transparency.

Strategic Pillars

The ESG strategy is structured around three pillars, reflecting the company's risk profile and areas of impact:



Governance and Accountability

ESG oversight is embedded in VONQ's governance framework, with clear cross-functional ownership.



ESG Governance

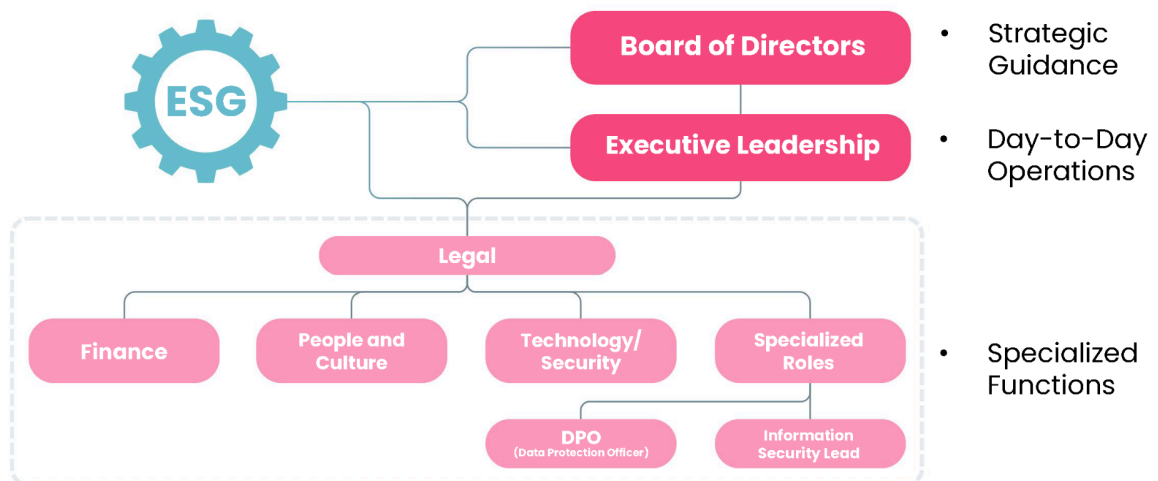
A governance-led framework ensures oversight, compliance, and trust across data, security, and AI systems.



Governance Structure and Oversight

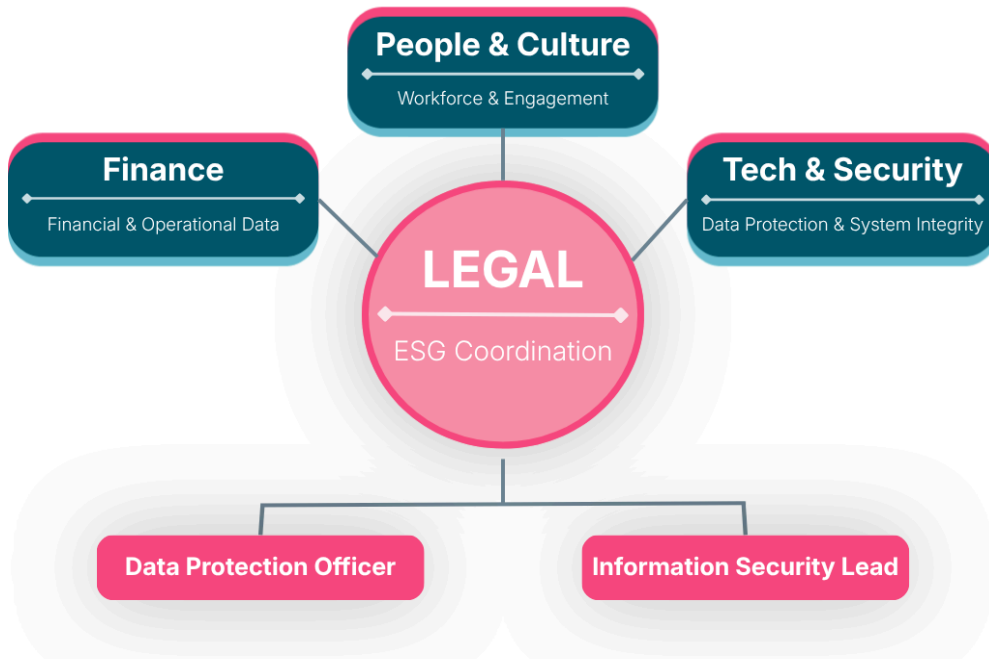
ESG oversight at VONQ is embedded within its broader governance framework, with clear accountability across the Board, executive leadership, and specialised functions.

- The Board of Directors provides strategic oversight
- The Executive Leadership Team is responsible for implementation and operational alignment
- Key risk and compliance areas are managed by specialised functions, including Legal, Finance, Information Security, and Privacy.



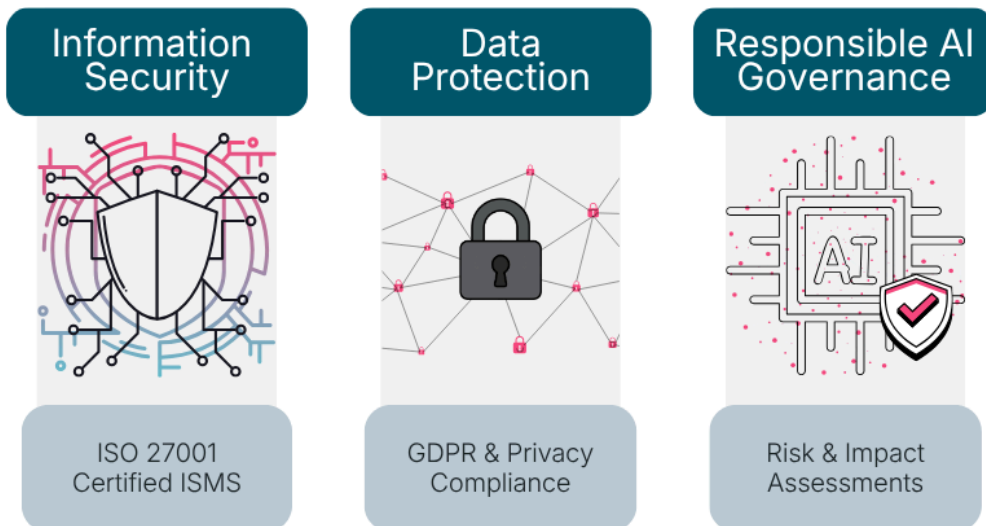
ESG Management and Responsibilities

ESG coordination is led by the Legal team, operating through a cross-functional mode.



Policies and Ethical Standards

VONQ maintains a structured set of internal policies supporting ethical conduct, compliance, and risk management.

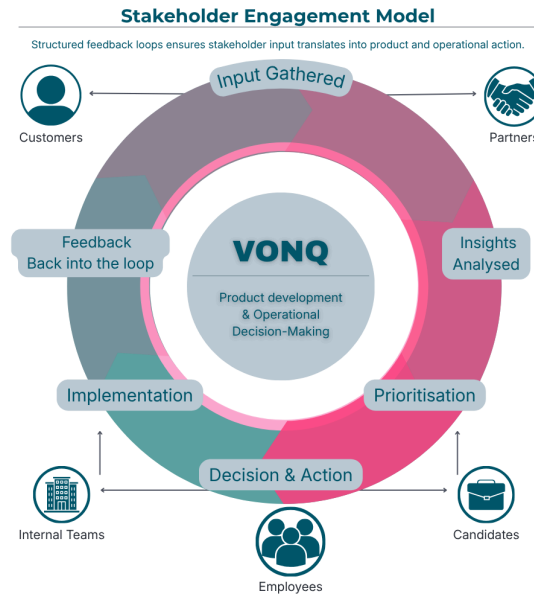


Consistent standards across the organisation

Supports ethical conduct, compliance, and responsible business practices

Stakeholder Engagement

Stakeholder engagement at VONQ is structured and outcome-driven, with defined feedback loops into product development and operational decision-making.



VONQ operates within a multi-sided ecosystem of customers, partners, employees, technology providers, and investors. Structured engagement with these stakeholders supports product development, risk management, and strategic decision-making.

Customers and Partners

VONQ engages with customers and integration partners through ongoing collaboration and structured feedback mechanisms.

These interactions provide direct insight into:

 <p>Product performance and usability</p>	 <p>Market demand and hiring trends</p>	 <p>Regulatory and compliance expectations</p>
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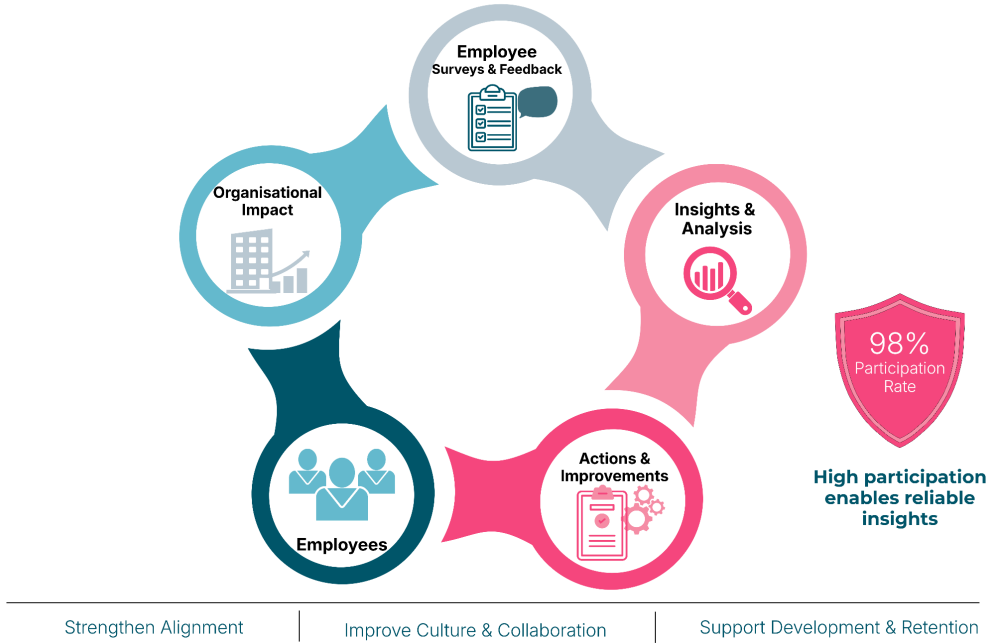
This feedback is used to inform product development priorities and improve platform performance.

Employees

Employee engagement is managed through regular surveys and feedback processes.

Insights are used to:

- Strengthen organisational alignment
- Identify areas for improvement in collaboration and culture
- Support workforce development and retention



High participation rates enable consistent data collection and informed decision-making.

External Stakeholders

VONQ maintains active engagement with industry organisations, technology providers, and investors.

These interactions support:



Through these engagement channels, stakeholder input is systematically incorporated into decision-making and continuous improvement processes.

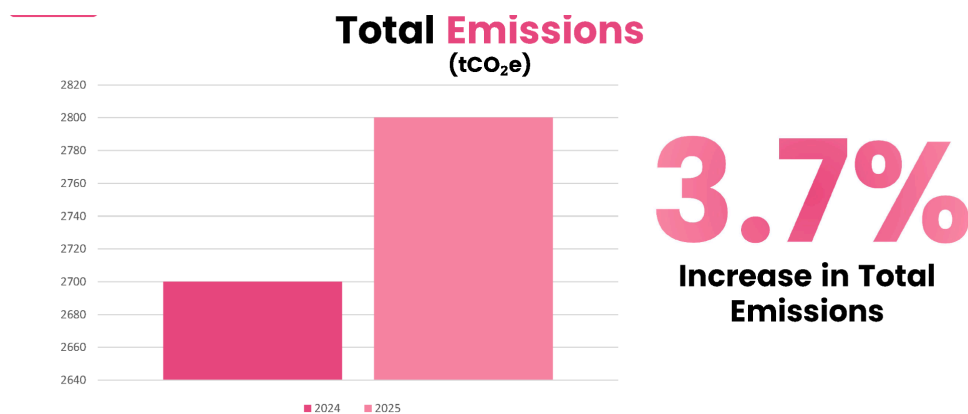


Environmental Responsibility

Greenhouse Gas Emissions Overview

In 2025, VONQ completed its first full assessment of greenhouse gas emissions across Scope 1, 2, and 3, establishing a baseline for environmental performance and enabling year-on-year tracking.

The company's emissions profile is predominantly driven by Scope 3 categories, reflecting its business model as a digital platform reliant on third-party infrastructure and services.



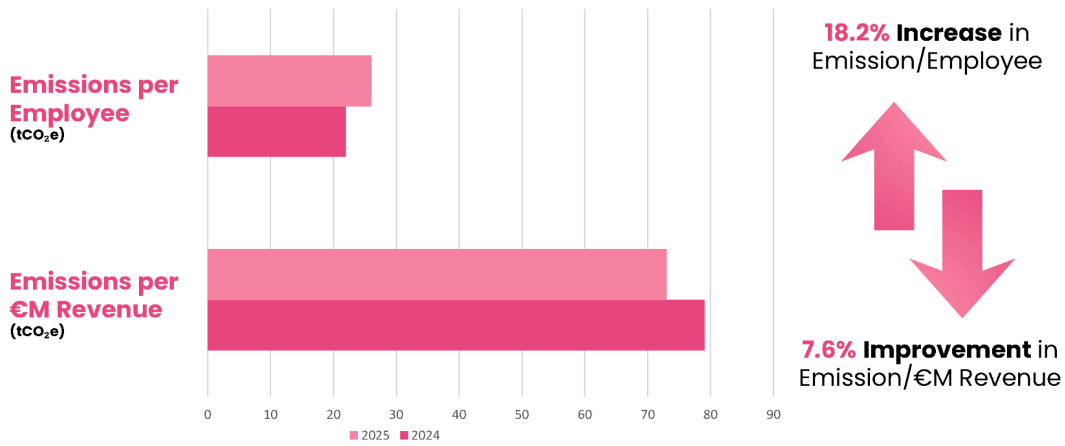
Absolute emissions increased by 3.7%, broadly in line with business growth and expanded operational activity.

Emissions intensity decreased by 7.6% per €M revenue, indicating improved efficiency in how the business scales.

Emissions per employee increased, primarily reflecting:

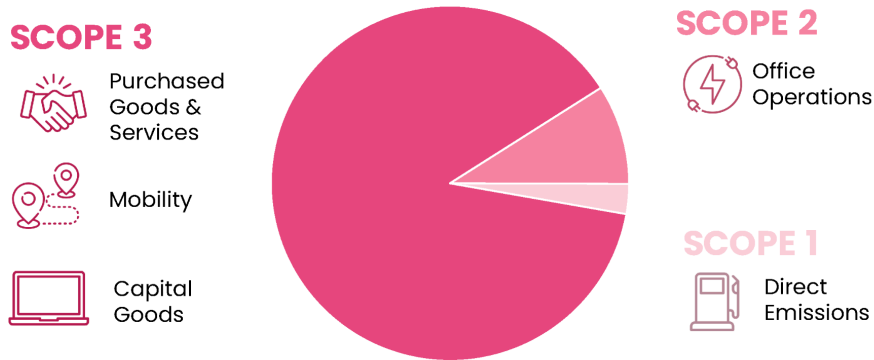
- Growth in headcount
- Improved data coverage, particularly within Scope 3

This increase is therefore partially attributable to enhanced measurement rather than a structural change in emissions profile.



Key Footprint Drivers

VONQ’s emissions are predominantly concentrated in indirect (Scope 3) categories, with only limited contributions from Scope 2 and Scope 1, as illustrated below.



Environmental Initiatives and Progress

In 2025, VONQ focused on strengthening environmental data quality and internal awareness.

Key actions included:

<p>Improving data accuracy and data collection processes, including high participation in employee commuting surveys</p>	<p>Increased internal engagement and Cultivated sustainability culture through workshops and dialogue.</p>	<p>Green Offices: Relocated to A-label Rotterdam headquarters and BREEAM-certified German office.</p>
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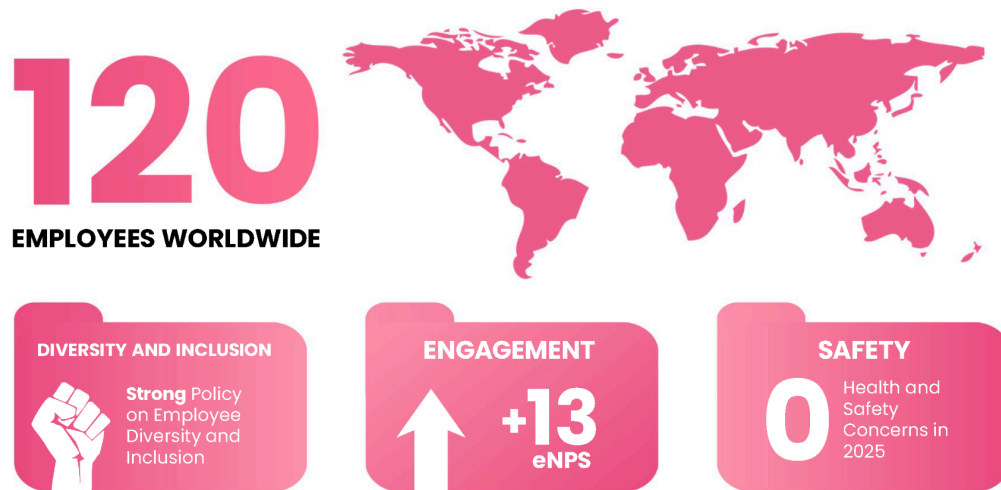
These initiatives support the transition from baseline measurement to more targeted environmental management.

Future focus will include increasing the use of activity-based data and engaging key suppliers to improve emissions visibility.

Social Impact

Workforce Overview

VONQ employs approximately 120 employees across the Netherlands, Germany, and the United Kingdom. The organisation combines technical, commercial, and operational roles, with collaboration across functions and locations supporting service delivery and product development.



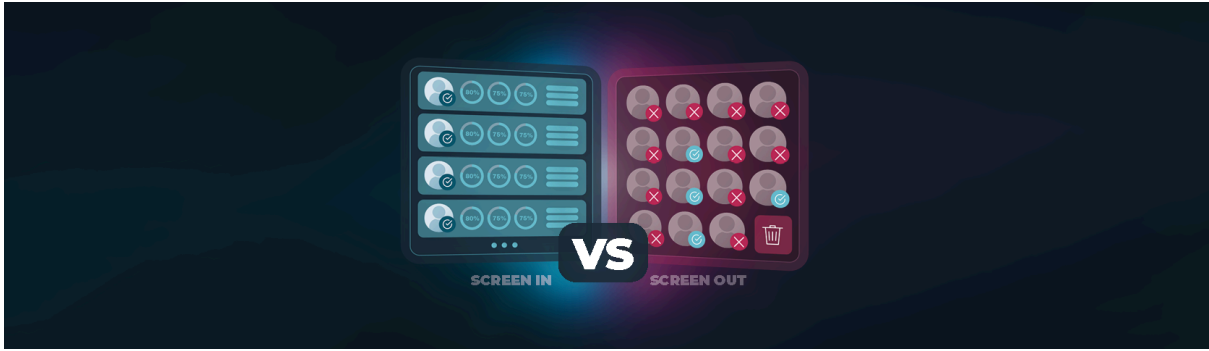
Diversity, Inclusion, & Engagement

VONQ maintains an inclusive workforce supported by internal policies on equality and diversity.

Employee engagement is monitored through regular surveys. In 2025, the company recorded:

- an **eNPS of +13**
- a **98% participation** rate in ESG-related surveys
- No health and safety incidents were reported during the year.

Beyond internal workforce practices, VONQ's technology directly influences hiring outcomes at scale. The platform is designed to expand access to opportunities by prioritising screening in rather than excluding candidates early in the process.



Learning and Development

VONQ supports employee development through a combination of on-the-job learning, collaboration, and access to training resources.

Managers are responsible for performance and development discussions, including career progression and skill development. Knowledge sharing across teams and locations supports organisational learning.

Health, Safety and Wellbeing

VONQ operates in a low-risk office environment and maintains a Health and Safety Policy covering workplace safety and risk awareness.

The company provides employee benefits and initiatives aimed at supporting wellbeing and work-life balance.

Community Engagement and Volunteering

Employees participated in a range of local initiatives during 2025, including:

<p>Office Clean-up Initiatives</p>  <p>Supporting local environments</p>	<p>Rotterdam Sponsored Run</p>  <p>Promoting health and community engagement</p>	<p>Holiday Charity Initiatives</p>  <p>Supporting local communities</p>
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These activities are supported by an internal ESG team coordinating employee participation.



Responsible Business Practice

Ethical Business Conduct

VONQ maintains a framework of policies supporting ethical conduct and compliance with applicable laws and regulations.

Key policies include:

 <p>Code of Conduct</p>	 <p>Anti-bribery and corruption</p>	 <p>Whistleblowing</p>	 <p>Equality and diversity</p>
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These policies apply across the organisation and support consistent standards of behaviour and decision-making.


No whistleblowing incidents were reported during the 2025 reporting period.

Data Protection and Privacy

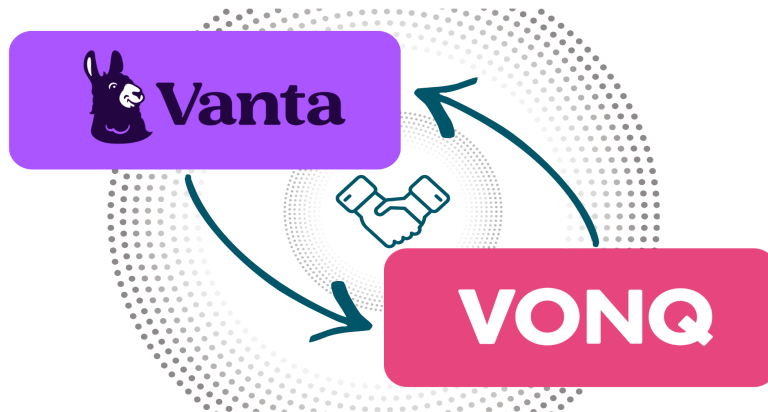
VONQ operates an Information Security Management System (ISMS) and maintains ISO 27001 certification.

Data protection is overseen by a dedicated Data Protection Officer (DPO), with support from relevant operational and technical teams. The company maintains GDPR-aligned processes for the handling of personal data.

Security and compliance are supported through:

<p>Access Control & Risk Management</p>  <p>User access and risk management processes</p>	<p>Incident Response Procedures</p>  <p>Protocols for responding to security incidents</p>	<p>Secure Development Practices</p>  <p>Standards for secure software development</p>	<p>Third-Party Risk Management</p>  <p>Oversight of vendor and third-party security risks</p>
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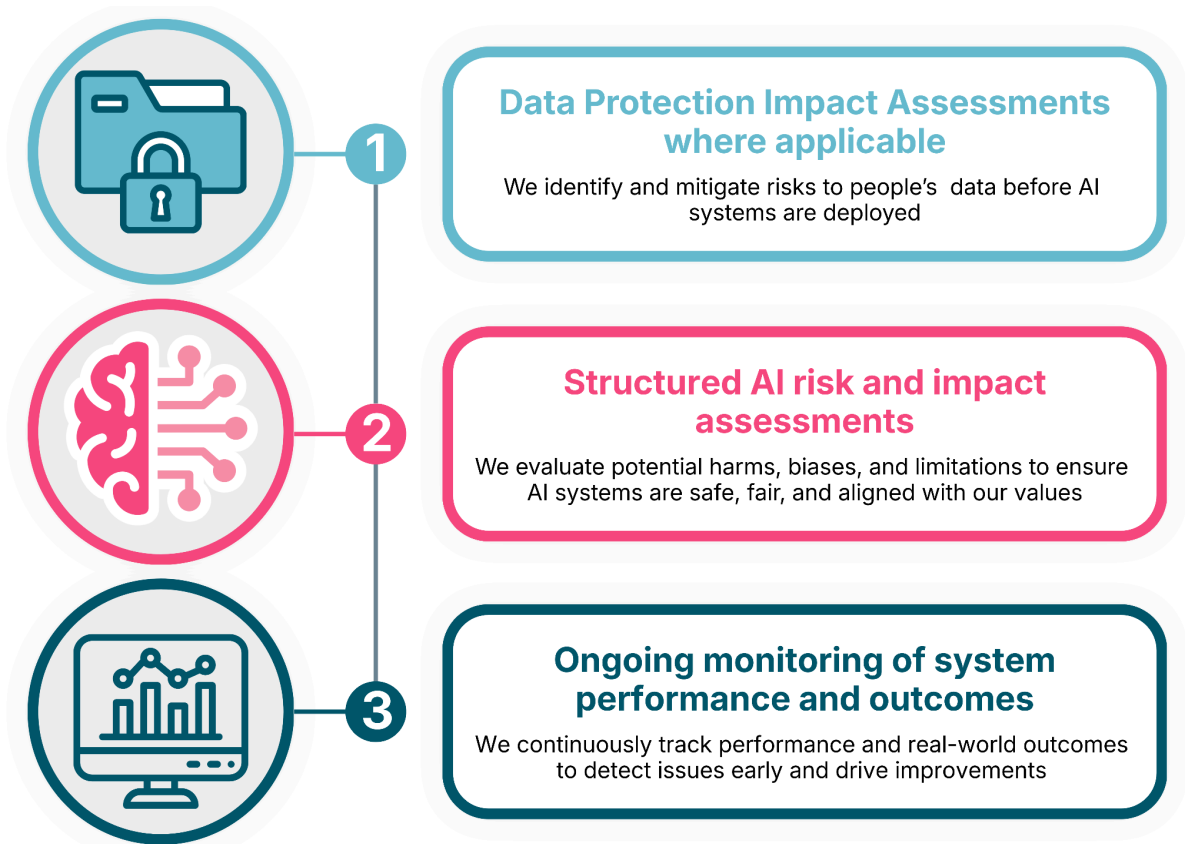
VONQ uses the Vanta platform to support monitoring and maintenance of its security controls and certification requirements.



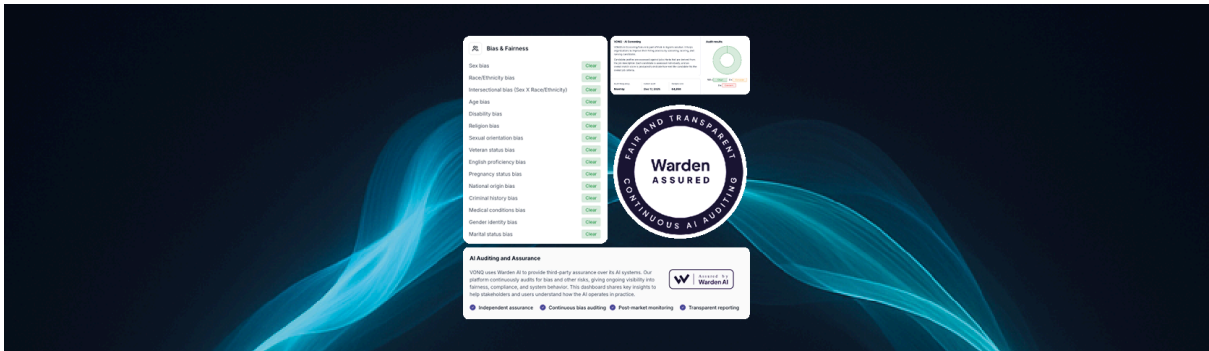
Responsible Use of AI and Technology

VONQ integrates risk and governance controls into the development and deployment of AI-enabled functionalities.

This includes:



The company also engages external specialists to conduct independent bias audit's of AI-supported systems used in recruitment processes.



The most recent audit confirmed that systems performed within acceptable thresholds, with no material bias identified across tested dimensions.



Supplier Relationships and Procurement

Suppliers are required to complete an onboarding process assessing operational, legal, and security considerations. A Supplier Code of Conduct defines minimum standards relating to; compliance with applicable law; ethical business practice; data protection; and anti-bribery and corruption. Supplier relationships are further governed through the company's broader risk management framework, including controls within the ISMS for third-party access to systems and data.

Methodology and Data

Reporting Scope

This report covers VONQ's ESG activities for the period from 1 January 2025 to 31 December 2025. Unless otherwise stated, the report includes the operations of VONQ Group B.V. and its subsidiaries across the Netherlands, Germany, and the United Kingdom. The report covers environmental, social, and governance topics relevant to VONQ's operations, including emissions, workforce data, and governance practices.

Carbon Accounting Methodology

VONQ's greenhouse gas footprint is calculated in collaboration with Greenly, strictly following the GHG Protocol across Scopes 1, 2, and 3. By synthesizing financial expenditures, office energy metrics, and employee surveys, the assessment provides a comprehensive view of emissions across the entire value chain. Where direct activity data is unavailable, the company employs spend-based methodologies and standard emission factors to ensure a rigorous baseline, while periodic rebaselining maintains year-on-year comparability as data quality and international accounting standards evolve.

Data Sources

Data is collected from internal systems and coordinated across multiple functions, including Finance, People & Culture, Legal, and Operations. Environmental data is based on the Greenly carbon assessment. Workforce data is derived from internal HR systems and employee engagement tools. Governance information is based on internal policies, procedures, and compliance frameworks.

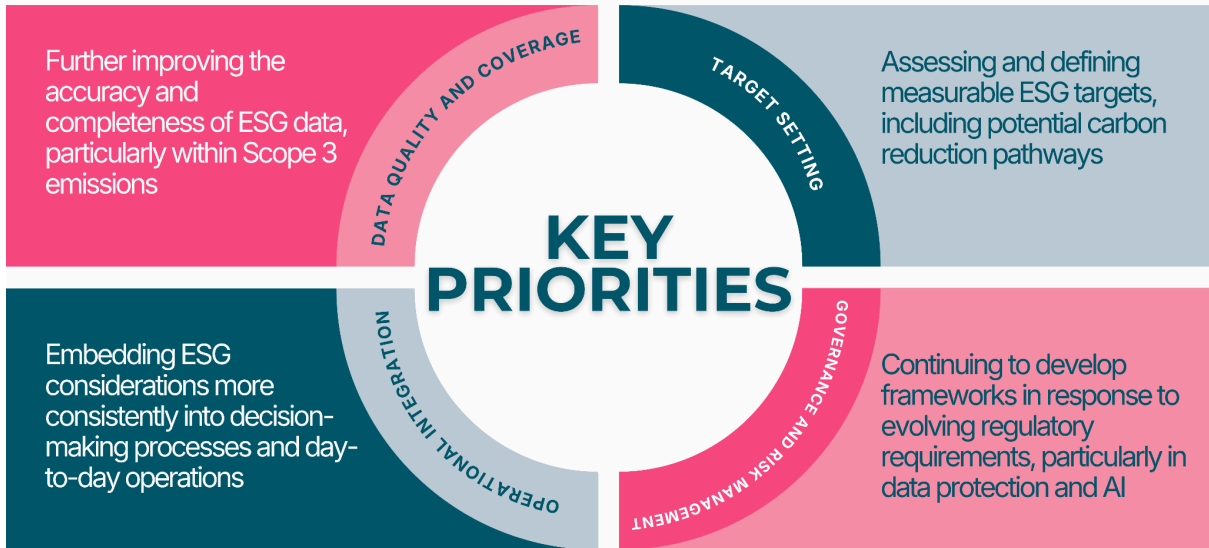
Limitations and Future Improvements

Certain emissions data, particularly within Scope 3, is based on estimates using spend-based methodologies. This may not fully reflect supplier-specific emissions. Some operational data, including building-related energy consumption, is subject to timing differences in availability. Methodological updates may result in recalculation of historical data. VONQ will continue to improve data accuracy by refining data collection processes and increasing the use of activity-based data where available.

Looking Ahead

VONQ’s focus for 2026 is to build on the ESG foundation established in 2025, with an emphasis on improving data quality, defining measurable targets, and strengthening integration into business operations.

VONQ has identified 4 key priorities for 2026, specifically:



As ESG data and processes mature, VONQ will evaluate opportunities to align its approach with recognised external frameworks and standards.

Building Responsible Growth

VONQ’s ESG journey reflects a broader shift from awareness to accountability.

As the company continues to scale its technology and expand its impact, responsible governance, transparent data, and continuous improvement will remain central to long-term value creation.

ESG at VONQ is not a standalone initiative, but an integrated component of how the business operates, innovates, and grows.

